



## RECORD OF PROCESSING ACTIVITIES

Record of processing activities with administrative personal data based on Article 31 of Regulation 2018/1725 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies applicable to Europol in accordance with Article 46 of the Europol Regulation

**Part I – Public Information**

<b>Q1</b>	<b>Last Update of the record</b>	15 January 2021
<b>Q2</b>	<b>Reference number</b>	<b>EDOC #1146194</b>
<b>Q3</b>	<b>Data controller</b> <i>Contact details</i>	Head of Human Resources Unit <i>HeadofHR@europol.europa.eu</i>
<b>Q4</b>	<b>Data Processor</b> <i>(if applicable)</i> <i>Contact details</i>	PricewaterhouseCoopers (PwC)  Email Address: staff.survey@it.pwc.com
<b>Q5</b>	<b>Joint controller</b> <i>(if applicable)</i> <i>Contact details</i>	
<b>Q6</b>	<b>Data Protection Officer</b>	<b><i>dpo@europol.europa.eu</i></b>
<b>Q7</b>	<b>Name of processing activity</b>	Staff Engagement Survey 2021
<b>Q8</b>	<b>Purpose of processing</b>	To provide Europol with a powerful and flexible reporting capability regarding staff engagement, including quantitative and qualitative findings and trends. Also to provide all participating EU Agencies (upon request) a comparative benchmark report based on the standard questionnaire used by all the EU Agencies, including recommended actions and a best practice guide with management practices linked to staff engagement and a catalogue of improvement actions.
<b>Q9</b>	<b>Data categories</b>	<input type="checkbox"/> Name <input type="checkbox"/> Address <input type="checkbox"/> Date of birth, <input type="checkbox"/> Place of birth <input type="checkbox"/> ID/ passport no. <input type="checkbox"/> Marital status <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Email address <input type="checkbox"/> Phone no. <input type="checkbox"/> Name employer <input type="checkbox"/> Personnel number <input type="checkbox"/> Function

## Europol Public Information

		<p>Other ( please, specify):</p> <ul style="list-style-type: none"> <li>-Directorate</li> <li>-Department</li> <li>-Unit</li> <li>- Managerial/Not managerial type of post</li> <li>- Seniority in the Agency (years working at Europol)</li> <li>- National / Expatriate</li> <li>- Type of contract (TA/CA)</li> </ul>
<b>Q10</b>	<b>Description of categories of persons</b>	<input checked="" type="checkbox"/> Europol - All Staff <input type="checkbox"/> Europol - Contractors <input type="checkbox"/> Europol - Law Enforcement Officers <input type="checkbox"/> Europol - Liaison Officers <input type="checkbox"/> Europol - Seconded National Experts <input type="checkbox"/> Europol - Task Force Officers <input type="checkbox"/> Europol - Trainees & Interns <input type="checkbox"/> Others
<b>Q11</b>	<b>Time limit for keeping the data</b>	<p>References to staff emails will be deleted after the survey is completed from all systems involved, i.e. mid July 2021. With regard to survey results, these will only be retained until the end of the current framework contract, i.e. August 2021, for statistical analysis purposes.</p>
<b>Q12</b>	<b>Recipients of the data</b>	<p>Unit HR will receive the final report with the qualitative and quantitative results and findings. Europol's management will attend a presentation of the results.</p>
<b>Q13</b>	<b>Transfer to third countries or international organisations</b>	<input checked="" type="checkbox"/> NO <input type="checkbox"/> YES: <p style="margin-left: 40px;">Name third party I: PwC EU Services EESV</p> <p style="margin-left: 40px;">Place of third party: Belgium</p> <p style="margin-left: 40px;">Contact details:</p> <p style="margin-left: 40px;">staff.survey@it.pwc.com</p> <p style="margin-left: 40px;">Legal basis transmission:</p> <p style="margin-left: 40px;">by virtue of the framework contract with reference CON/17/ETF/0001 (DMS#883629)</p> <p style="margin-left: 40px;">Does the recipient processes data on behalf of Europol <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>

## Europol Public Information

		Safeguards established: adherence to regulation 2018/1725.
<b>Q14</b>	<b>General description of security measures</b>	PwC employs appropriate security procedures to protect the confidentiality and security of the survey responses. Access to survey responses stored in our database is restricted. All PwC consultants are bound to confidentiality by a clause in their contracts.
<b>Q15</b>	<b>How data subjects can exercise their rights to access, rectification, object and data portability (where applicable)</b>	Staff have the right to access, rectify, block and erase their personal data via a written request to the data controller; and Staff have the right of recourse to the Europol Data Protection Officer (dpo@europol.europa.eu; DPO, Eisenhowerlaan 73, 2517KK, The Hague, NL) and the European Data Protection Supervisor ( <a href="https://edps.europa.eu/">https://edps.europa.eu/</a> ).